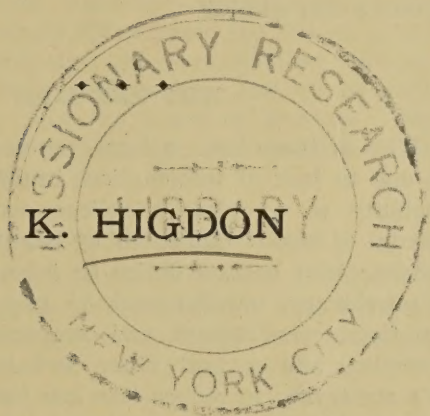


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100,000 VOLUNTEERS

E. K. HIGDON



100,000 NEEDED

One hundred and two boards of foreign missions cooperate in the Foreign Missions Conference of North America. They need at least a thousand missionaries a year for the next decade or more. It takes about eight volunteers to yield one missionary. Therefore, these boards alone should have 100,000 volunteers by 1960. The United Christian Missionary Society has requests from ten fields for 232 additions to the staff by 1958. It will probably require 1800 volunteers to produce that number.

WHY THE LOSS

Why is there such a large percentage of loss? It is due to lack of information, insufficient motivation, inability to complete a college course, physical or mental ill health, objections by parents, marriage to a partner who has no desire or intention of becoming a missionary, unwillingness to give up some of the comforts, conveniences, and companionships of life in America, and several other less important factors. We are trying to reduce this loss by dealing with the causes of it.

We carry on a correspondence course with every young person who inquires about Christian service abroad. We have 75 booklets, pamphlets, and magazine articles graded to age and experience dealing with the Call, the Motives, the Qualifications and Preparation, the Countries, and the Types of Work. Every volunteer studies ten to twenty of these, writes summaries and evaluations for the Candidate Secretary and thus not only increases his information but also reveals points of strength and weakness. Counselling by correspondence, interviews based on the student's compositions and other facts given by him and his references help him reach a lifework decision, choose his vocation and field, and outline his academic and practical preparation.

GO TO THE DOCTOR

We urge volunteers to have regular physical examinations by their family doctors during their grade school and high school days and we require them to undergo a thorough health survey before we accept them as candidates. Sound health procedures and remedial surgery can keep many youngsters in the

ranks who would otherwise have to drop out. Every volunteer takes tests to determine intelligence quotient, vocational interests, personality traits, and specific abilities and aptitudes. The results are used to guide him into the special task for which he is best fitted and in which he is most likely to succeed abroad. Each student before he becomes a candidate has an interview with a psychiatrist and the recommendations of that doctor help us advise the volunteer about personality adjustments and growth.

We offer opportunity for practically every kind of ability and technical training. We provide scholarship aid, not to exceed \$28 a week, for college graduates who have been accepted as candidates. We pay the expenses of the health surveys and of the visits to Indianapolis to meet the Board of Trustees. This Board has authority to accept into candidacy the volunteers presented to them.

FOR OBJECTING PARENTS

We cooperate with pastors and others in explaining to parents who oppose the purposes of their sons and daughters that distance is no longer a determining factor in the choice of a field because in a critical emergency at home the missionary can fly back in a few hours, or, if he becomes seriously ill, he can be brought to the United States by air transport; that medical personnel is capable and hospital facilities are adequate on most of our fields to care for nearly every case; that help in household work and the care of children is available at much less cost than in America; and that in most fields missionary children get grade school and secondary education on a level with or on



A candidate receives her commission

a plane considerably above that given in the United States and such schooling is supplemented by travel; and that while the comforts and conveniences abroad seldom match those at home, the simple life has rich rewards and the fellowship on the field ripens into friendships difficult to duplicate anywhere else in the world. But when all that and more is said to objecting parents, they and their children must remember that youth has to choose its own course and if the choice is made in harmony with, rather than in opposition to, Jesus' statement of the case, the prospects of living a useful, joyous life are multiplied many fold. The Master declared, "He who loves father or mother more than me is not worthy of me, and he who loves son or daughter more than me is not worthy of me; and he who does not take up his cross and follow me is not worthy of me."

THE PROBLEM OF ROMANCE

The solution of the problem of romance seems a long way off. Unmarried candidates have difficulty in finding life partners who share their purpose to serve Christ abroad. We do not attempt to conduct a matrimonial bureau but the summer short courses, workshops, and internships and the practice of sending candidates to a few selected colleges and universities for special graduate studies afford some opportunity for selection in a highly restricted field.

We enable the inquiring student to check his abilities and attitudes by using a pamphlet entitled, "Get Ready For a Real Job." Six qualifications are explained and Yes or No tests given:

PHYSICALLY SOUND

	Yes	No
Have I good health?	—	—
Am I free of physical handicaps?	—	—
Have I had a careful recent physical checkup?	—	—
Am I allowed to engage in athletics?	—	—
Have I a good posture?	—	—
Do I make an attractive appearance?	—	—
Am I regular in attendance at school?	—	—

EMOTIONALLY STABLE

	Yes	No
Do I control my emotions?	—	—
Do I reach decisions by combining thought and feeling?	—	—

	Yes	No
Do I assume responsibilities without worry or fret?	—	—
Am I a good loser?	—	—
Do I have a sense of humor?	—	—
Can I take advice from others?	—	—
Do I “get along” with people?	—	—

INTELLECTUALLY ALERT

	Yes	No
Do I make more A's than C's?	—	—
Do I accept new ideas?	—	—
Do I finish what I start?	—	—
Do I get term papers in on time?	—	—
Can I present my point of view with clarity?	—	—
Have I taken vocational interest tests?	—	—
Do I read books and articles not required in school?	—	—

SOCIALLY SENSITIVE

	Yes	No
Am I doing anything to resolve major social conflicts?	—	—
Am I ashamed of my prejudices?	—	—
Do I have friends in different racial and economic groups?	—	—
Would I be willing to work under someone of a different race or color?	—	—
Do I judge persons by facts rather than labels?	—	—
Do I believe there are values in non-Christian religions?	—	—
Do I believe that the welfare of all peoples demands the surrender of a degree of national sovereignty?	—	—

RELIGIOUSLY LITERATE

	Yes	No
Is my religion real?	—	—
Do I read the Bible regularly?	—	—
Do I know what my own church stands for?	—	—
Am I intelligent about the World Council of Churches?	—	—

	Yes	No
Do I stimulate my thinking by reading contemporary religious books?	—	—
Have I found how to make prayer real?	—	—
Do I seek opportunities for Christian service?	—	—

SPIRITUALLY COMPELLED

	Yes	No
Have I talked to others about being Christians?	—	—
Do I have sound reasons for becoming a missionary?	—	—
Have I counted the cost?	—	—
Am I aware that foreign Christian work may be as discouraging as work at home?	—	—
Have I considered this work before falling in love with my present sweetheart?	—	—
Do I prefer missionary work to all other callings?	—	—
Do I believe that mankind can be truly redeemed only through the Christian religion?	—	—

A SHARP CONTRAST

This picture of the missionary stands in sharp contrast to that often drawn forty to fifty years ago. Then the cartoonists liked nothing better than to turn loose on the "queer" person who undertook to do this job. They represented him as a man with a long coat and a longer face who took his Bible in one hand and his life in the other and went forth to save the heathen. He saved them by preaching to them, supposedly in English, in little groups in desert places, in jungle clearings, on coral islands, under cocoanut trees. That was always a caricature and it has disappeared from modern journals. But the missionary himself is in the news now more than he has ever been before, and anyone who wants to know what he does may read the daily papers or *Time* or *Newsweek* or *The Saturday Evening Post* or any number of magazines; and anyone who wants to know what he looks like may turn to *Life* or *Look* or *Mademoiselle* or *Glamour* or nearly any other illustrated periodical interested in world affairs.

MANY TALENTS? MANY JOBS

What jobs await the new missionaries? The United Christian Missionary Society must fill positions in forty or more professions and vocations. The list includes:

Education

Kindergarteners	Professors of English
Grade school teachers	Professors of English Literature
High school teachers	Professors of Agronomy
Supervisors of grade schools	Professors of Home Economics
Principals of high schools	A professor of Physics
Superintendents of school systems	Professors in Theological Seminaries
Language specialists	

Medical

Doctors	Laboratory technicians
Nurses	X-ray technicians
Public health workers	Medical social workers
Hospital directors	

Industrial—Vocational

Printers	Specialist in mass communications (radio and other audio-visual aids)
Architects and builders	Teachers of crafts (wood, iron, basketry, fabrics)
Engineers	
Artists	

Rural Reconstruction

Researchers	Directors of play and recreation
Directors of service centers	Supervisors of health and sanitation
Organizers of cooperatives	Religious educationalists
Home and family life specialists	Persons trained in churchmanship (organization, finance, evangelism, training for service, etc.)
Agriculturalists (2 or 3)	
Musicians	

City Service

A city-church specialist	Social workers
Musicians	Researchers
Home and family life specialists	Directors of play and recreation
Workers with women and girls	

Administrators

Secretary-stenographers	Mission executives
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This list shows that missionaries can no longer be classified in three categories: evangelists, educators, and medical personnel. However, parents, pastors, professors, and students have more difficulty at this point in adjusting their conceptions of our needs than at nearly any other step in the procedures. They say, "My daughter (or this student or this member of my church) had planned to be an evangelist but you recommend that she take the public health course." The student says, "I had my heart set on religious education but after I took the tests, you asked me to pre-

pare for an administrative task." Ask a group of students what comparable position in Christian service in the United States the missionary holds abroad and the answer will probably be, "A minister." We have only two pastors of local congregations among our 210 missionaries and one of them gives part time to other duties. Everyone who has anything to do in encouraging, recruiting, and training young people for Christian service abroad should revise his ideas to fit the situation revealed in the list given above.

MAJORS AND MINORS

Each missionary should be trained for one major activity and two or more minor types of service. For example, a man may be a professor of philosophy in a university and also an accomplished pianist, a good athlete and an excellent counsellor of students. Teaching philosophy is his major, the other abilities contribute greatly to his Christian influence. A woman may be a professor of church history in a theological seminary and also competent as a researcher in anthropology, a teacher of that subject, and a school administrator.

The training for these professions and techniques is secured in schools and in work projects. Candidates are given opportunity each summer to serve "internships" under competent supervision, choosing from a list of a dozen or more kinds of experience submitted to them by the candidate secretary.

SHORT TERMERS

Since the war we have appointed eight persons for short terms, five to the Philippines, two to Japan, and one to the Congo. Two of these, a married couple, have decided to request permanent appointment. We are now looking for three single missionaries, men or women, for three-year terms in educational work in the Belgian Congo. They must have certificates to teach high school subjects and must meet the regular requirements. But they need not take all the specialized studies required of long-term appointees. The United Christian Missionary Society will arrange for them to study French in the Institute of Languages at Yale either this summer in a twelve-week course or during the first semester of 1949-50. All their expenses for this study, including travel, will be met by the Society.

The United Christian Missionary Society
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